

## What you can do

If you or someone you know is experiencing sexual harassment, you can do something about it.

- ✕ Support your friends.
- ✕ Don't participate in sexual harassment.
- ✕ Talk to a supervisor or school staff person about it.
- ✕ Use assertive words and body language to let the harasser know that you don't like the attention.
- ✕ Keep a journal of what happens with dates, times, witnesses, etc.
- ✕ Know that your school or workplace has an obligation to keep you safe from sexual harassment.
- ✕ Stand up for others.
- ✕ Call us for support and information.
- ✕ Remember, it's not your fault if someone chooses to hurt you!
- ✕ If your school or workplace does not effectively intervene you can file a complaint with the Department of Fair Employment and Housing.

## Contacts

### North Coast Rape Crisis Team

collect calls accepted

24-hr line 707-445-2881

TTY line 707-443-2738\*

Business line 707-443-2737\*

\*available Mon-Fri 8:30-5

### Department of Fair Employment and Housing (DFEH)

1-800-884-1684

(to ask questions or file a complaint of school/workplace sexual harassment)

Did you know that if you are being sexually harassed by your landlord, or an employee of your landlord, or another tenant they could be held liable? If your landlord knows or should have known and does not take reasonable measures to prevent future harassment you may be able to file a complaint at the DFEH Housing

Unit by calling

1-800-233-3212

# Sexual Harassment

Know Your Rights

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[www.ncrct.org](http://www.ncrct.org)

## What is sexual harassment?

Sexual harassment is any unwanted sexual attention. Sexual harassment can be about someone's perceived sexual orientation, gender, sexual activity, or body. Some examples of sexual harassment are:

- ✗ sexual advances
- ✗ offering employment or student benefits in exchange for sexual favors
- ✗ displaying sexual objects, pictures, cartoons, posters
- ✗ comments, epithets, slurs, jokes
- ✗ letters, notes, emails, text messages
- ✗ physical touching or sexual assault as well as impeding or blocking someone's movement
- ✗ threatened or actual retaliation for reporting, etc.

It can happen anywhere but there are special laws protecting people from sexual harassment at school and work. It is the responsibility of these places to keep us safe.

## Wanted vs. Unwanted

Not all sexual attention is unwanted. When you give someone sexual attention it's your responsibility to make sure it's wanted. If they don't let you know they like it, stop!

If someone doesn't want your attention, they might respond in many ways like:

- ✗ ignoring
- ✗ avoidance
- ✗ telling you
- ✗ walking away
- ✗ body language
- ✗ facial expressions

*Sexual harassment is in the eye of the beholder. This means the person receiving the attention decides if they want it or not.*

It could also be sexual harassment to any other person who witnesses or is exposed to your attention, even if it's not directed at them.

## Who is responsible?

The harasser could be a supervisor, school staff, coworker, fellow student, or patron of the place where you work. In the state of California a harasser can be held personally liable. Also, schools and workplaces are required to have sexual harassment policies, and enforce them. They are responsible for keeping students and employees safe. WE are each responsible for our own actions and communications.

If a school or workplace knows or should have known about the harassment, they have an obligation to take effective steps to prevent further harassment.

If proper intervention does not take place, employees, students and applicants can file a complaint of sexual harassment with the Department of Fair Employment and Housing (DFEH) within one year of the harassment. If the DFEH finds sufficient evidence to support the allegation and settlement efforts fail, the DFEH may file a formal accusation which might lead to either a public hearing before the DFEH Commission or a lawsuit filed by DFEH on behalf of the harassed party.

Someone could also pursue the matter through a private lawsuit in civil court after a complaint has been filed with DFEH and a Right-to-Sue Notice has been issued. DFEH SERVICES ARE FREE!

Ultimately we are each responsible to treat others with respect and dignity.